

Royal College of General Practitioners and Warwick Medical School
Annual Education, Research and Innovation Symposium 18th May 2017
Abstract Submission Form

PRESENTER'S DETAILS		Session B. Workforce
Title		
Dr Kate Owen		Katherine.owen@warwick.ac.uk
Department or organisation		
Warwick Medical School, University of Warwick		
Category Research		
PRESENTATION DETAILS		
Authors		Title of Study
Dr Kate Owen		<i>GP STARS: Factors determining the career plans of GP trainees</i>
Dr Emma Scott		
Rachel Russell		
Prof Jeremy Dale		
What's the problem you are tackling?		
A decline in GP recruitment, retention and morale combined with increasing workloads has led to major concerns about the capacity of general practice to safely and effectively meet patients' needs. Recruitment to GP continues to fall short of the national target with 10% training places left unfilled in 2016 and many early career GPs seem to regret their choice.		
How did/will you do it?		
All West Midlands GP trainees within 3mths of CCT were invited by email to complete an online questionnaire. Paper versions were also available at the leaver's conference and local VTS.		
Questions addressed undergraduate experience, specialist training (including reasons for choice), career intentions over the next 5yrs and demographics using a mixture of rating scales and open-ended questions.		
Qualitative data was analysed using a framework approach, while chi-square tests with adjusted standardised residuals and Pearson's product moment correlation co-efficient were used to explore the quantitative data.		

What did you find?

The response rate was 57.2% (178/311); those who provided demographic data were predominantly female, aged 25-34yrs, white and married.

Positive undergraduate experiences encouraged medical students to enter GP; negative experiences and disparaging attitudes towards GP led to the consideration of other specialist choices.

Only 77.4% of respondents anticipated still being in GP six months later, falling to 72.3% at 3yrs and 67.8% at 5yrs. Just over half of those expect to be salaried GPs at 6mths and 3yrs; by 5yrs the majority expect to have entered a partnership. Those who felt well-prepared by their vocational training aspired to be partners, whereas those who felt ill-prepared anticipated being locums at 3yrs ($\chi^2=10.17, p=.04$) and neutral responders expected to be salaried GPs ($\chi^2=13.61, p=.009$).

Work-life balance problems and heavy practice workload during ST3 led many to consider other career options or working less than full-time. ST3 practice morale correlated highly with trainee morale ($r=.684, p<.001$) and career intentions ($r=.735, p<.001$), with trainees seeking to emulate positive examples.

Negative media and political commentary had a negative impact on 56.4% trainees.

Why does this matter?

A number of modifiable career influences were identified: the importance of positive GP presentation at undergraduate level, within politics and in the media; thorough preparation for all aspects of GP during vocational training; adequate support and management of workload during ST3 and monitoring of training practices to ensure trainees are placed in positive, supportive environments.

Workforce planning also needs to account for the growing number of GPs who don't wish to work full-time in practice.